



*Callan Institute
for Positive Behaviour Support*

Annual Report 2009 - 2010

*Saint John of God Hospitaller Services
Hospitality - Compassion - Respect - Justice - Excellence*

CALLAN INSTITUTE

Annual Report 2009-2010

Springing from the Christian values and holistic approach advocated and practised by its founder, the *Hospitaller* Order of St. John of God is dedicated to the provision of social, education, welfare and health services. It has a mission to ensure that persons availing of its services receive the highest quality care, education, training, treatment or assistance in accordance with their needs.

Callan Institute for Positive Behaviour Support promotes positive practices in the area of intellectual disability and behaviours that challenge. It was established in 1994 as a consultation and training service to advocate and support the use of effective, non-aversive methods for working with individuals who have behaviours that challenge as they achieve valued lifestyles in the community.

Our Mission:

‘To provide best practice in Positive Behaviour Support for individuals with intellectual disability and behaviours that challenge’

Our Vision:

‘Everyday Moments building Everyday Lives’

Brother Benignus Callan (1903- 1990) entered the *Hospitaller* Order of St. John of God in November 1922. He was elected Provincial in 1946 and as Provincial he encouraged the Irish Brothers to undertake pioneering work in the United States and Australia. As General Councillor from 1953 to 1965 he assisted the government of the Order world-wide. A deeply religious man with a sense of humour, tremendous patience and kindness, he had a quiet tenacity and perseverance when it came to getting things done. Callan Institute was founded in 1994 in memory of his spirit.

Hospitality - Compassion - Respect - Justice - Excellence

VALUES OF ST. JOHN OF GOD

Hospitality Hospitality is a welcoming openness to all, to the familiar and the mystery of self, people, ideas, experience, nature and to God.

Compassion Compassion is feeling with another in their discomfort or suffering, striving to understand the other’s experience with a willingness to reach out in solidarity.

Respect Respect is the attitude which treasures the unique dignity of every person and recognises the sacredness of all creation.

Justice Justice is a balanced and fair relationship with self, our neighbour, all of creation and with God.

Excellence Excellence is giving the optimum standard of care and service within the scope of available resources.

CALLAN INSTITUTE MANAGEMENT TEAM



Caroline Dench
Coordinator



Anna Plunkett
Director



Sharon Balmaine
Administrative
Manager



DIRECTOR'S LETTER 2009

Dear Friends and Colleagues,

Welcome to Callan Institute Annual Report 2009-2010.

We set out many goals for 2009, many of which have been achieved. We delivered 3 longitudinal courses in Multi-Element Behaviour Support (MEBS) with over 50 students attending. This course was also delivered by Limerick Institute of Technology, in accordance with our franchise agreement, with 8 students attending. We continue to receive requests from other organisations and services around the country for the local delivery of this course, and each year we contract with at least one external agency to provide this. It is proving difficult for some students to complete their course work, and we have provided a mentor and also a portfolio submission workshop in order to assist them to successfully graduate. These portfolio submission workshops were piloted this year and we had a number of additional students from previous years attend and graduate.

This year also saw the delivery of two key-worker workshops in local services. These workshops assist staff teams to understand MEBS and develop the skills necessary to implement an individual's Multi-Element Behaviour Support Plan and thus improve outcomes. We continue to deliver a number of 1-day introductory courses on MEBS and have alongside these delivered 2 hour workshops on defining behaviour, recording behaviour and brief workshops on MEBS. All of these workshops are aimed at increasing the team's capacity to work successfully with an existing MEBS plan. We see these workshops continuing to be provided in local services.

We hosted a 3 day course on MEBS for parents of children with intellectual disability. This was funded by the Dublin Bus Community Support Programme. This course proved very successful and it will be delivered again in 2010.

Our e-learning course on Positive Behaviour Support using a Multi-Element Behaviour Support Model is now in the final stages of editing and we hope to launch this early in 2010.

A number of funding proposals were submitted for a range of projects, however we were unsuccessful in all funding applications in 2009. Our EmergingVoices Initiative 2009 was approved late in 2009 and as such we will have a call for projects in 2010.

In May 2009, 4 members of Callan Institute team attended an invitational conference hosted by the IABA in Brisbane, Australia. This conference provided a platform for discussion and debate on issues related to MEBS. We also presented these papers in Dublin for our Irish colleagues. In October 2009, we held an exhibition event entitled 'Multi-Element Behaviour Support in Action'. This event proved very successful and afforded attendees the opportunity to talk with people with extensive experience in Positive Behaviour Support using the Multi-Element Behaviour Support Model.

In reviewing this year, as Director of Callan Institute since October 2009, I would like to thank my predecessor Ms Brigid Butler. Brigid was Director of the Institute since January 2009 and retired in October 2009. Brigid was also part of Callan Institute Management Team since 2001. Callan Institute would like to acknowledge and thank Brigid most sincerely for her contribution to it's work over the last 8 years. I would also like to thank Ms AnnaMarie McGill, Administrative Manager for her contribution to Callan Institute in 2009 and welcome back Ms Sharon Balmaine as Administrative Manager and member of the Management team.

I would like to personally thank the team of Callan Institute for their commitment to raising the human rights agenda of positive behaviour supports. I am proud to say that Callan Institute has developed a national and international reputation for leadership and excellence in positive behaviour support as evidenced in the many invitations received to speak at conferences, requests for behavioural support advice and the many applications for our training programmes. The most important outcome for Callan Institute however are the changes achieved through MEBS in the quality of the lives of the men, women and children we serve.



Anna Plunkett,
Director, Callan Institute



About Callan Institute

Callan Institute for Positive Behaviour Support was established in 1994 as part of Saint John of God Hospitaller Services. It is a consultation and training organisation for individuals with intellectual disability and behaviours that challenge. Callan Institute's work is affiliated with the Institute of Applied Behaviour Analysis (IABA) in Los Angeles, California, and has a training course in Positive Behaviour Support, accredited with the Dublin Institute of Technology (DIT).

Callan Institute also encompasses RUA. RUA (Raising Understanding and Awareness about Oneself, Friendships, Relationships and Sexuality) was established in 2003 and aims to support staff and carers to enable people with intellectual disability understand sexuality and develop friendships and relationships in their lives. RUA publishes its own Annual Report and can be contacted at 01 -281 4139. The website address is: www.ruasjog.ie

'VALUES IN ACTION'

(adapted from Saint John of God Core Values)

Hospitality 'Emerging Voices', the ability to be open to and welcome the story the individual needs to communicate through their behaviour.

Compassion The ability to understand the needs of the person within a supportive relationship.

Respect The ability to be with the person, their family and the circle of support in a way that respects each of their needs.

Justice The importance of working together to develop equity in person centred service developments.

Excellence The promotion of/the commitment to innovation and best practice through research in Positive Behaviour Support, using the Multi-Element Behaviour Support Model.

Callan Institute conducts workshops and training courses in Multi-Element Behaviour Support for families, staff members and organisations. We support individuals with behaviours that challenge directly by working with them on an individual basis. Callan Institute receives referrals from individuals themselves, family members, service providers, and other professionals for example, doctors and community nurses. In 2009 we supported 22 individuals directly by providing consultation and assessment services in Multi-Element Behaviour Support; a total of 1541 participants attended workshops, conferences and accredited training courses in a range of subjects related to intellectual disability and behaviours that challenge.

Special Events and Achievements:

I *Diving into Positive Practices. IABA, Brisbane, Australia.*

In May 2009, Callan Institute presented 4 papers at this event. The IABA (Institute of Applied Behaviour Analysis)

hosts an international invitational conference every two years. Callan Institute was invited to attend and present at this event. The following papers were presented.

- **Dr. Pat Walsh/Caroline Dench** A review of paradigms of intervention in the assessment, treatment and support of adults with an intellectual disability who present sexually challenging behaviour or commit sexual crimes.
- **Christina Doody** Functionally based reactive strategies: an argument for the use of positive and negative resolutions strategies in the reactive element of the MEBS model.
- **Gillian Martin** A Journey of Positive Behaviour Support - 14 years of PBS
- **Caroline Dench** Positive Behaviour Support: An evaluation of clinical practice on behavioural outcomes for adults with an intellectual disability and behaviours that challenge.

There were over 80 participants at this event from USA, Norway, England, Ireland, Australia and New Zealand.



IABA Conference, Brisbane, Australia, May 2009
Front Row L-R: Dr Gary LaVigna, Ms Caroline Dench, Ms Christina Doody.
Back Row L-R: Dr Pat Walsh, Ms Gillian Martin.

II Multi-element Behaviour Support in Action, Dublin.

In October 2009, Callan Institute hosted a 1-day exhibition of Multi-Element Behaviour Support (MEBS) in Action. There were opportunities to talk, listen to and see aspects of MEBS.



Paula Whelan "Human Rights" MEBS in Action,
St. John of God Menni Services.

There were stands on Person Centred Planning; Human Rights; Multi-Element Behaviour Support: The Model; Comprehensive Behaviour Assessment; Examples of Interventions and Education and Training. These stands were presented by a range of services including:

- Saint John of God Menni Services
- Saint John of God Carmona Services
- Saint John of God North East Services
- STEP & Citygate Services
- Limerick Institute of Technology

- Walkinstown Association
- Off We Go Publishing

Workshops were also presented; 'A talk for parents on Positive Behaviour Support'- Deborah Harding, Trasna Training Services, Brothers of Charity, Cork; 'A video and group discussion on Multi-Element Behaviour Support.' Dr Bob McCormack, DARA Residential Services; 'Positive Behaviour Support in Services'- Dr Peter Baker, NHS, Sussex, England. An art exhibition was also held. The event was attended by men, women and young people with intellectual disability, family members and service providers.

III 3-Day Introductory Workshop on 'Positive Behaviour Support for Family Members Caring In the Home'.

A 3-day introductory workshop on 'Positive Behaviour Support for family members' involved in caring for their children who present with behaviours that challenge in the home was conducted in September 2009. The workshops were attended by 11 family members. This initiative was funded by Dublin Bus Community Support Programme.



Family Members Group September 2009

IV Emerging Voices Art Competitions 2009.

Each year for the past five years Callan Institute has hosted an Art Competition based on the theme of "Emerging Voices". This theme was selected as the title for our 10th Anniversary Conference in 2005. We have retained this caption for the "Emerging Voices Initiative" and "Emerging Voices Art Competition" because it encapsulates what we hope to achieve through the implementation of Multi-Element Behaviour Support plans for people in our services. This year we had a very good response to the art competition and the exhibits were on display during our conference in the Stillorgan Park Hotel, Dublin, on 15th October 2009. A panel of judges viewed the art and with great difficulty arrived at their decision. This year we had two winning entries, one for Callan Institute publications and one for RUA publications. The piece of work selected for Callan Institute publications was completed by Peter Flood from STEP Enterprises and the piece selected for RUA by a group of people in Saint John of God Kerry Services :Tara Moran, Tommy Kennedy, Ann-Marie Russell and Billy Lund.

The judges complimented all the exhibitors on their work and encouraged them to continue with their artistic pursuits into the future. So well done to all concerned and we hope to receive more work from you in 2010. All the entries are available to view on:

www.callaninstitute.org/artexhibition



Winner of Emerging Voices 2009 Art Competition

L-R- Ms Caroline Dench, Co-ordinator, Ms Christina Doody, Callan Institute, Mr. Leonard Brown & Ms. Anna Plunkett, Director

V Behaviour Specialists Forum

The Behaviour Specialists Forum has 15 members representing both Saint John of God and 8 external agencies. It continues to act primarily as an information sharing forum, to which members can bring queries and issues, and at which they can discuss current developments in Multi Element Behaviour Support, legislation and policy. Given that members from all over the country now sit on the Behaviour Specialists' forum, we hope to establish a web-page dedicated to this group to enable easy access and transfer of information in the coming year.

Training Courses

In 2009, Callan Institute conducted a variety of training courses and workshops in Positive Behaviour Support. These courses were attended by 307 staff and family members from Saint John of God Services with a further of 146 staff and family members participating from around Ireland and England, giving a total of 453 participants. There were three courses in 'Multi-Element Behaviour Support (MEBS) - A Short Course' delivered with 53 students attending. Eight 1-Day Introductory Courses on MEBS were delivered to 105 participants. The other workshops included:

- Presentations on Human Rights and behaviours that challenge
- Implementing and supporting a MEBS plan
- Supervising and auditing a MEBS service
- Portfolio submission workshops for students who had deferred graduation
- Refresher workshops on Multi-Element Behaviour Support

Multi-Element Behaviour Support (MEBS)

This course is designed to support staff and families in conducting a comprehensive behaviour assessment and in developing a positive behaviour support plan for one individual presenting with behaviours that challenge. This is a competency based course, delivered over a nine month

period, accredited with the Dublin Institute of Technology and also an Accredited CPD event with Psychology Society of Ireland. There are also 1-Day and 3-Day programmes available.

Positive Behaviour Support: Implementation and Maintenance Factors

A workshop on Multi-Element Behaviour Support and the factors involved in implementing and maintaining a Positive Behaviour Support Plan.

This series of 3 workshops is designed to support key-workers implementing an Existing Multi-element Behaviour Support Plan with an individual who presents with behaviours that challenge.

Systematic Instruction

This course provides practical training in precision teaching and programme writing. Participants are supervised in the implementation of skills teaching programmes with children and adults who have an intellectual disability and communicational difficulties.

Positive Futures Planning

This course is designed on the principles of planning with and for an individual. A Person Centred Plan is an opportunity for people to come together and share ideas about one person's capacity to enjoy a good quality of life. The emphasis is on facilitating an appreciation of the person, on sharing a common dream of the future, on creative problem solving and on harnessing natural supports.

Periodic Service Review

A Periodic Service Review is both an instrument for assessing the quality of a service and a system for maintaining quality improvement over time. As an instrument, a Periodic Service Review is quick and comprehensive. As a system of self-management, it is proactive and non-aversive, leading to practical goal setting and improved morale among staff teams. This course is a three-day course for staff teams. Each staff team will design its own Periodic Service Review, will implement self-defined performance standards and will monitor progress over the duration of the course.

Supervision of Positive Behaviour Support Services

This is a three hour workshop designed for staff supervising behaviour support services. Positive Behaviour Support and Multi-Element Behaviour Support are presented and support and supervisory aids are discussed.

Conferences and Workshops

A number of conferences and workshops were hosted, co-hosted and presented at, by Callan Institute in 2009 including:

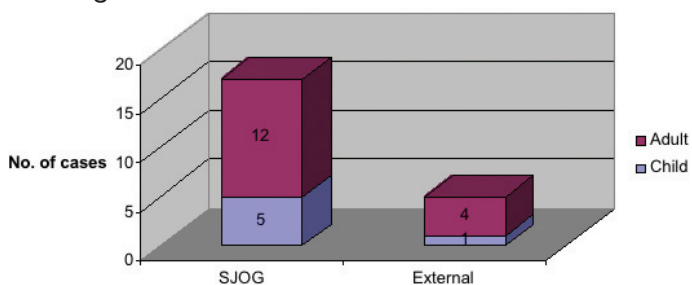
- Saint John of God Research Study day
- The Institute of Applied Behaviour Analysis Conference (IABA)
- MEBS in Action
- Guest Lecturing in Academic Institutions in Ireland

- Introductory workshops with RUA on Friendships, Relationships and Sexuality in the lives of people with intellectual disability and Human Rights

There were a total of 1088 attendees, 771 from within St John of God Services and 317 participants from other agencies and countries.

Case Load

A total of 22 individuals, 6 children and 16 adults were seen for Positive Behaviour Support services. 17 individuals including children and adults were supported from within St John of God Services and 5 cases were referred from other agencies.



Graduation Ceremony

A total of 53 students attended the Longitudinal Training Programme in 'Multi-Element Behaviour Support: A Short Course', and Callan Institute and the Dublin Institute of Technology conferred 32 students on the 3rd December 2009 in St John of God, Stillorgan, Co. Dublin.

The staff received a certificate of completion from the Dublin Institute of Technology within the Faculty of Applied Arts, Social Care at Masters level. This course has been developed and now attracts a further 5 ECTS (European Credit Transfer System) for a total of 10 ECTS. Past students can register for this and submit a portfolio for a further 5 ECTS.



Graduation 2009

Staff and Graduates of 'Multi-Element Behaviour Support: A Short Course' at the conferring ceremony in Provincial Administration, Stillorgan, Co. Dublin. December 2009.

Callan Institute and LIT (Limerick Institute of Technology) have a successful franchise agreement, now in its 5th year, whereby the Longitudinal Training Programme in Multi-Element Behaviour Support is delivered by LIT in accordance with the accreditation quality assurance practices in place with DIT, LIT and Callan Institute. In June, 2009, 8 graduates achieved their award.



Staff and Graduates of 'Multi-Element Behaviour Support: A Short Course' at the conferring ceremony in Limerick Institute of Technology, June 2009
(Photo: Kieran Clancy / PICTURE)

Research

Callan Institute Research (CIR):

Callan Institute meets changing demands by keeping abreast of new methods, developing research projects and theories as they relate to intellectual disability and behaviours that challenge. The incorporation into the model of ideas, research and techniques that enhance quality of service is, as a consequence, an ongoing process. The following is a sample of current research projects:

- Social Validity and Multi-Element Behaviour Support.
- Functionally based Reactive Strategies.

One paper was published this year:

Doody, C. (2009) *Multi-Element Behaviour Support (MEBS) as a Model for the Delivery of a Human Rights Based Approach (HRBA) for Working with People with an Intellectual Disability and Behaviours that Challenge*. *British Journal of Learning Disability* 37, 293-299. Blackwell Publishing Ltd.

Courses

To continue to enhance the services provided by the Callan Institute, the staff team identify and attend relevant courses and conferences each year. This year the team attended a total of 21 courses and conferences including:

- Mid Chapter Conference of Saint John of God
- Diving Into Positive Practices
- Manual Handling
- National Institute of Intellectual Disability Trinity Summer school
- Research Study Day
- Managing Challenging Behaviour PBI
- A Course in Hospitality
- Risk Assessment
- Autistic Spectrum Disorder and Sexuality.

Other Services Provided

- Clinical supervision, research support and consultation services to local and national services.

Members of the following committees:

- St. John of God Research Board
- Psychology Committee
- A range of Policy Committees
- Quality Steering Committee
- Intellectual Disability Research Committee
- Human Rights Steering Committee
- Rights Review Committee
- Positive Behaviour Support Committees.

Goals 2010

- 1 To train 50 staff in Positive Behaviour Support; 'Multi-Element Behaviour Support- A Short Course'.
- 2 To invite students who have deferred to register for completion in 'Multi-Element Behaviour Support- A Short Course'.
- 3 To provide training in the Supervision and Mentoring of Behaviour Support Plans, Introductory days in Multi-Element Behaviour Support (MEBS), Implementing a MEBS plan; Systematic Instruction, Positive Futures Planning and the Periodic Service Review.
- 4 To register students for an e-learning course in Positive Behaviour Support/Multi-Element Behaviour Support.
- 5 To support projects under the 'Emerging Voices Initiative 2010', a fund for activities, events and projects developed with, for and on behalf of individuals who present with intellectual disabilities and behaviours that challenge in Saint John of God Services.
- 6 To provide individual consultation services in Positive Behaviour Support using the Multi-Element Behaviour Support model.
- 7 To access funding for projects.
- 8 To host a conference in 2010.
- 9 To conduct two pieces of research and prepare them for publication.
- 10 To develop further modules for accreditation with the Dublin Institute of Technology within a full partnership agreement.
- 11 To deliver a course on "Think Right, Talk Right and Act Right", a Callan Institute initiative to deliver training on human rights based approaches.
- 12 To conduct a series of workshops and information evenings on Positive Behaviour Support in an effort to raise awareness of the approach.
- 13 To launch the newly designed web site.

Administration Goals

- 1 To conduct review of client archive files and develop archival retrieval database.
- 2 To make a Policy and Practice Handbook of Callan Institute available.
- 3 To have a Management team meeting monthly and review the Strategic Plan.
- 4 To conduct a strategic review of Callan Institute.

The Callan Institute addressed 100% of the goals identified in 2009. 60% of goals were achieved and the remaining goals are currently being worked on. The Callan Institute hopes to meet 85% of its goals in 2010.

FUNDING STATEMENT 2009

Expenditure	2009	2008
Pay	432,262	549,698
Non-Pay	170,220	178,501
Total Expenditure	602,482	728,199
Less: Sundry Income	125,964	207,103
Net Expenditure	476,519	521,096

The principal source of revenue funding to Callan Institute is the allocation from the St John of Community Services Ltd. This is augmented by income received from fees for individual casework, training courses, conferences and grants.



Saint John of God Hospitaller Services Callan Institute for Positive Behaviour Support

Crinken House,
Crinken Lane,
Shankill,
Co. Dublin.

Tel: 01 281 4139
Fax: 01 272 0129
e-mail: callan@sjog.ie
web: www.callaninstitute.org
www.sjog.ie

Callan Institute for Positive Behaviour Support is a consultation and training service. It promotes the use of effective non-aversive methods to enable individuals who present with behaviours that challenge to be present and participate in the life of their community.

Provincial & Council

Brother Laurence Kearns, O.H., - Provincial
Brother Gregory McCrory, O.H;
Brother Barry Larkin, O.H;
Brother Aloysius Shannon, O.H;
Brother Ronan Lennon, O.H;

Intellectual Disability Services

Saint Augustine's School, Dublin
Saint John of God Carmona Services, Dublin
Callan Institute for Positive Behaviour Support, Dublin
Saint John of God Kerry Services
Saint John of God Kildare Services
Saint John of God Menni Services, Dublin
Saint John of God North East Services, Louth, Meath & Monaghan
Saint John of God Association, Northern Ireland
STEP Enterprises, Dublin

Hospice for Children

Suzanne House, Dublin

Mental Health Services

Saint John of God Hospital, Dublin
Cluain Mhuire Community Mental Health Services, Dublin
Saint John of God Lucena Clinic Services, Dublin & Wicklow
The Granada Institute, Dublin

Pilgrims Guesthouse

Saint Joseph's at the Shrine, Knock, Co. Mayo

Housing

City Gate, Dublin
Saint John of God Association, Northern Ireland

Older People

Saint Joseph's Centre, Dublin
Saint John of God Association, Northern Ireland

Overseas

Saint John of God Community Services, Malawi, Africa
Saint John of God Community Services, New Jersey, USA
Holy Family Rehabilitation Centre, Monze, Zambia (Funded by the Irish Province)

Auditors: PricewaterhouseCoopers, Wilton Place, Dublin 2.
Bank: Bank of Ireland, 34 College Green, Dublin 2.
Solicitors: Porter Morris and Company, 10 Clare Street, Dublin 2.
Corporate Charity Eligibility No: 0146
Charitable Exemption No: CHY3822



Saint John of God Hospitaller Services
Hospitality Compassion Respect Justice Excellence

Front Cover by: Peter Flood.